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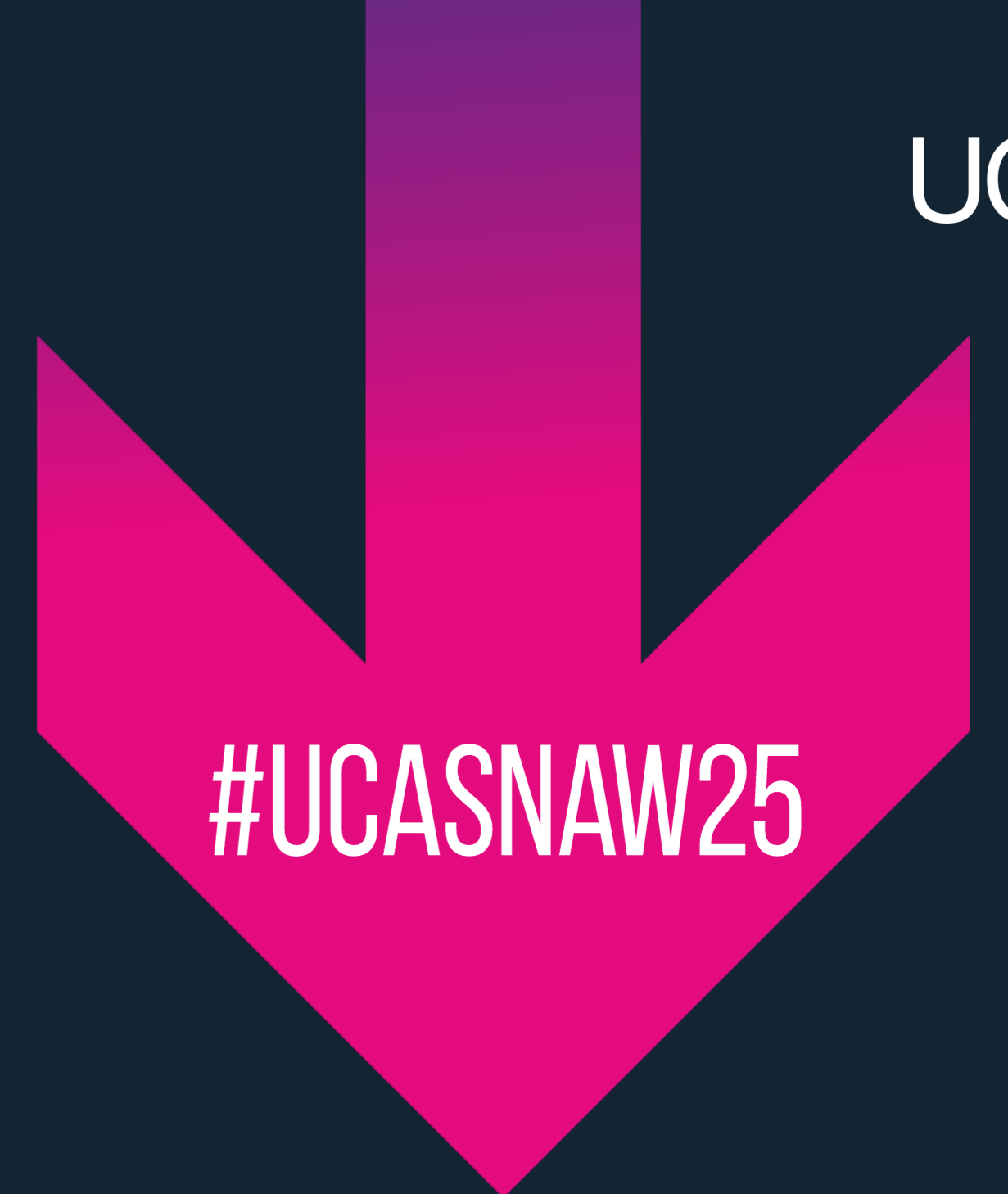
APPRENTICESHIPS
DISCOVER THE
EXTRAORDINARY

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EMPOWERING JOURNEYS: UNLOCKING SOCIAL MOBILITY THROUGH APPRENTICESHIPS



Kieren Buxton, TrAC
Bobby Ramsay, Lumi & Lumiere



Speakers

- **Bobby Ramsay, Lumi and Lumiere and The SBSA**

Bobby Ramsay, a multi award-winning, prominent leader in the skills and apprenticeships sector, brings extensive experience and insight into developing and championing high-quality apprenticeship programmes. Bobby works with the Strategic Board for Skills Advancement(SBSA), helping STEM businesses navigate the complexities of apprenticeships and establish tailored training solutions to drive growth, innovation and open up access to STEM Industries.

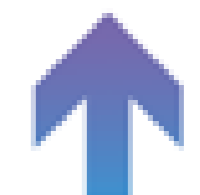
- Find out more about Bobby's work and the SBSA by visiting [The SBSA website](#).



- **Kieren Buxton, TrAC**

A passionate advocate for apprenticeships and skills, serving as the Partnerships Manager for TrAC, a not-for-profit Flexi-Job Apprenticeship Agency. He Co-Chairs the East of England Apprenticeship Ambassador Network, is a Council Member for the Association of Apprentices, and a Trailblazer Chair. Starting as an apprentice himself, Kieren now boasts nearly a decade of experience, empowering businesses of all sizes to achieve recognition for their apprenticeship programmes. A multi-award winner in the fields of programme design and apprenticeship championing, through his unwavering commitment to learning and leadership, Kieren inspires others to realise their own potential and drive change.

- Find out more about Kieren's work at TrAC by visiting [The TrAC website](#)



Introduction to Richard

- Richard was a 57-year-old Part-time cleaner
- He left School with no Qualifications
- He suffered from anxiety and depression
- He wanted to transition from what he saw as just a job to a career.



What are Apprenticeships?

Apprenticeships are **work-based training programmes** that combine **practical on-the-job experience** with **classroom learning**, allowing individuals to earn while they learn. They are available at various levels, from **entry-level to degree apprenticeships**, and are designed to meet employer needs.

Key Features:

- **Earn & Learn:** Paid employment with structured training
- **Funded:** by the Apprenticeship Levy
- **Levels:** From GCSE equivalent to Master's degree
- **Duration:** 1–6 years, depending on the level
- **Outcomes:** Industry-recognised qualifications and career progression

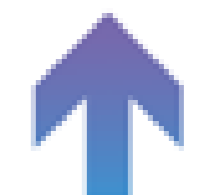
Perfect for gaining **hands-on experience** while building valuable skills!



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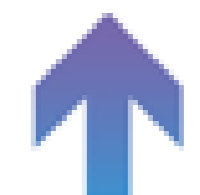
Three Picture Theory of Impactful Apprenticeship Programmes



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Company Commitment and Awareness (The Big Picture)

- Identify Strategic Links

Gender Pay Gap

Women in Leadership/Leadership with Pride

Succession Planning

Employee Value Proposition

Building a new site

Every programme has a sponsor- Every Sponsor is involved

- Long Term verses Short Term

In harmony with mixed other programs (future skills levy/ foundation apprenticeship/Level 7 Funding), Stakeholder Expectations

- Identified Aims and Impact (ROI) expected return, for like

Equality, Belonging, Inclusion and Diversity, How its financed and Tangible Measures, What's the total investment in hours, Levy, Like

- Internal Processes

Individual career Plans, Recruitment process and wording, contracts, Role breakdown, Holistic Policies e.g. wage, pension and leave, Multi-generational, Existing apprentices

- Scalable

What's doable and what's not, Capacity, Effect on BAU

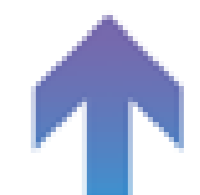
External Benchmarking/support – Flexible Job Agencies, Industry data, Skills Strategies



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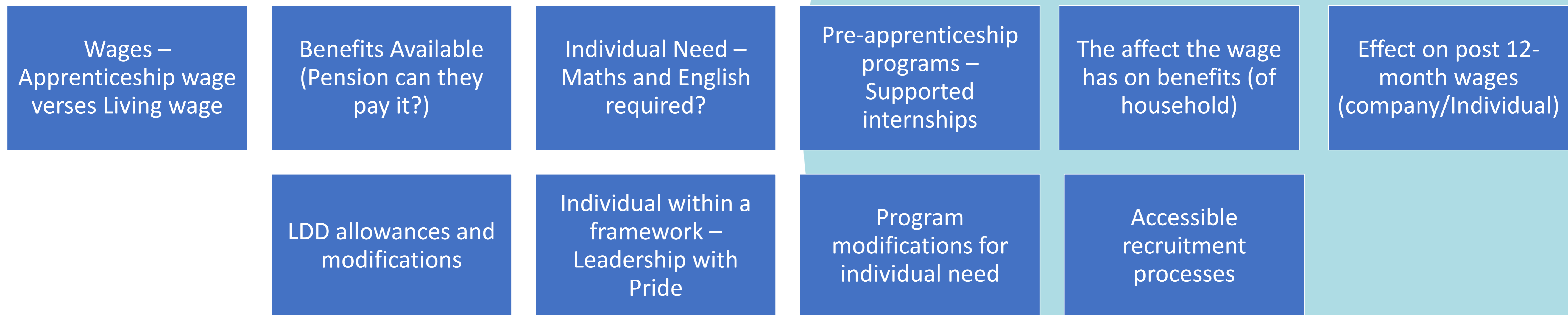
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Apprenticeships are about Individuals (The Little Picture)

Holistic view of Programmes – How can people participate – Removing barriers
The only barrier to joining a program should be if they choose not to!



External Information - Apprenticeship Ambassadors Network, Apprenticeship Decent Wage Pledge, Association of Apprenticeships

Not just sustainable but moving forward (The Landscape Picture)



Involvement with occupational standards – Impact the change



Courses past 24 months – Can you afford it?



How policy changes affect your programs – Skills Levy, Increase NI....



Company purchases and company splits – Ensuring continuity



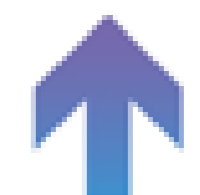
Networking and business practice sharing

External Involvement – SBSA, Occupational Standard Trailblazers, DfE/IfATE/Skills England Consultations, Involvement with OxLep and AAN outreach



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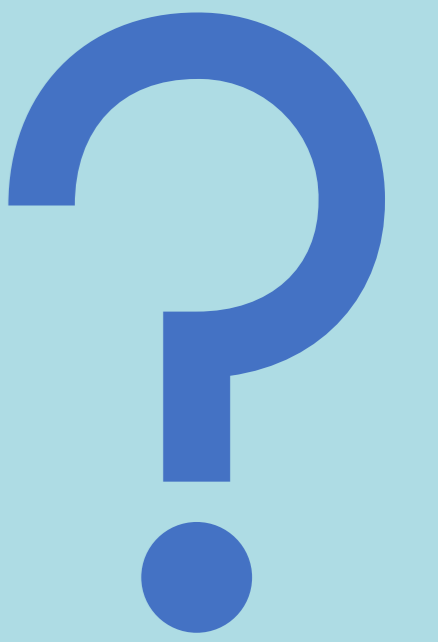
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The 3 Questions?

1. What specific challenge or issue are you aiming to address with an Apprentice?



2. Who are your potential Apprentices, and what are their key needs and expectations?



3. What steps will you take to design and implement an effective Apprenticeship programme?



Who is Richard?

- Richard Completed his level 3 Laboratory Technician Apprenticeship
- Completed his Degree Apprenticeship in Laboratory Science
- Leads the Aerosol Research Team
- Multi Award Winning Apprentice and has been to the Palace to meet the Princess Royal
- Through the Apprenticeship programme discovered he does not have anxiety and depression but does have Autism
- Leads the Talks to Apprentices on LDD, Mental health and support in Apprenticeships.

“Why would I go any where else when you have given me confidence, meaning and a career not just a job”



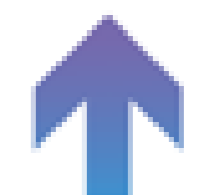
It's not only **WHY** we do what we do, but **HOW** we do what we do.



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